

Norwalk CSD

Norwalk Professional EA

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NORWALK COMMUNITY SCHOOL DISTRICT

2006 - 2007



PUBLIC EMPLOYMENT
RELATIONS BOARD

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RECEIVED

MASTER CONTRACT
CERTIFIED EMPLOYEES

ARTICLE I. PREAMBLE

The Norwalk Community School Board (hereinafter called the Board) and the Norwalk Professional Education Association (hereinafter called the Association) recognize that the highest quality of education is a common responsibility. Relationships must therefore be established which are based on this goal and on the concept of education as a public trust. The parties have reached certain understandings, which they desire to confirm in this agreement. It is agreed as follows:

ARTICLE II. RECOGNITION

Section 1. The Norwalk Community School Board, hereinafter referred to as the "Board," recognizes the Norwalk Professional Education Association, hereinafter referred to as the "Association," as the sole and exclusive negotiating agent for all full-time and part-time regularly employed certified personnel as set forth in the PERB certification instrument (Case No. 148) issued by the PERB on the 15th day of April, 1975. The unit described in the above certification is as follows:

INCLUDED: Counselors, Librarians, Athletic Coaches and Assistants, Nurses, and Classroom Teachers.

EXCLUDED: Superintendent, Principals, Athletic Director, Curriculum Director, Administrative Assistant, Aides, Secretaries, Custodians, Maintenance Personnel, Cooks, Bus Drivers, and Business Manager.

Section 2. The term "Board," as used in this agreement, shall mean the Board of Education of the Norwalk Community School District or its duly authorized representatives.

Section 3. The term "employee," as used in this agreement, shall mean all full-time and part-time regularly employed certified personnel represented by the Association in the bargaining unit as defined and certified by the Public Employment Relations Board.

Section 4. The term "Association," as used in the agreement, shall mean the Norwalk Professional Education Association or its duly authorized representatives or agents.

ARTICLE III. DUES DEDUCTION PROCEDURE

Section 1. AUTHORIZATION - Any employee who is a member of the Association or who has applied for membership, may sign and deliver to the Secretary of the Board an authorization form, authorizing a payroll deduction for local Association professional education dues. Such authorization will remain in force and effect from year to year unless terminated by the employee as provided under Section 4. The authorization form shall be as set forth in Appendix A.

Section 2. REGULAR DEDUCTION - The Secretary of the Board shall deduct, in as nearly equal amounts as possible, the regular Association dues from the regular salary check of each enrolled employee. Regular Association dues shall include local, state, national, and Uniserve Unit dues. The NPEA President shall certify with the Secretary of the Board, the yearly regular Association dues no later than the first Friday of September. Only the amount certified as Regular Association dues will be deducted by the Secretary of the Board. The deductions will be commensurate with the filing of the

SECOND STEP

Section 6. If the grievance cannot be resolved informally, the aggrieved employee and his/her Association representative may file the grievance in writing, and at a mutually agreeable time, discuss the matter with the immediate supervisor mentioned in step one. The written grievance shall contain specific description of the problem, shall refer to the specific clause or section of the Agreement violated, and shall state the relief requested. The filing of the formal written grievance at the second step must be within 15 school days from the occurrence of the alleged violation. The supervisor in step two shall make a decision on the grievance and communicate it in writing to the employee, Association and the Superintendent within five (5) school days after receipt of the grievance.

THIRD STEP

Section 7. In the event a grievance has not been satisfactorily resolved at the second step, the aggrieved employee and his/her Association representative shall file, within five (5) school days of the supervisor's written decision at the second step, a copy of the grievance with the Superintendent. Within five (5) school days after such written grievance is filed, the aggrieved and Superintendent or his/her designee shall meet to resolve the grievance. The Superintendent or his/her designee shall file an answer within five (5) school days of the third step grievance meeting and communicate it in writing to the employee, the Association, and the Principal.

FOURTH STEP

Section 8. If the aggrieved person and/or the Association are not satisfied with the disposition of the grievance at step three, or if no disposition has been made within the time limits, the aggrieved person and the Association shall meet within five (5) school days of the disposition of the grievance to discuss the merits of submitting the grievance to arbitration. If the Association determines that the grievance is meritorious it may submit the grievance to arbitration within five (5) school days.

Section 9. Within ten (10) school days after written notice to the Board of submission to arbitration, the Board and the Association shall attempt to agree upon a mutually acceptable arbitrator and shall obtain a commitment from said arbitrator to serve. If the parties are unable to agree upon an arbitrator or obtain such a commitment within the specified period, a written request for a list of arbitrators shall be made to the Public Employment Relations Board (PERB) by either party. The list shall consist of three arbitrators and the parties shall determine by lot which party shall have the right to remove the first name from the list. The party having the right to remove the first name shall do so within two (2) school days, and the other party shall have one (1) additional school day to remove one of the two remaining names. The person whose name remains shall be the arbitrator.

Section 10. The arbitrator so selected shall confer with the representatives of the Board and the Association and hold hearings promptly and shall issue his/her decision not later than fifteen (15) school days from the date of the close of the hearings or, if oral hearings have been waived, then from the date the final statements and proofs on the issues are submitted to him/her. The arbitrator's decision shall be in writing and shall set forth his findings of fact, reasoning and conclusions on the issues submitted. The arbitrator, in his/her opinion, shall not amend, modify, nullify, ignore, or add to the provisions of the Agreement. His/her authority shall be strictly limited to deciding only the issue or issues presented to him/her in writing by the School District and the grievant and his/her representative and his/her decision must be based solely and only upon his/her interpretation of the meaning or application of the express

Section 4. Employees will not be paid in any pay classification other than for their regular assignment during the regular contract day without the written approval of the Principal in advance of any temporary or permanent change in assignment.

Section 5. All teachers in grades K through 5 will have a scheduled minimum of one hundred twenty-five (125) minutes of lunch periods per five-day week, which will include twenty-three (23) minutes per day of uninterrupted lunch time. Teachers in grades six (6) through twelve (12) will have a scheduled minimum of twenty-five (25) minutes of uninterrupted lunch period per day. The length of the scheduled uninterrupted lunch period may be shortened on days of early or emergency dismissals. Special teachers will have their lunch period length determined by the grade level predominating in the building of their major time assignment.

Section 6. The Association shall be able to submit items for the school calendar for the consideration of the Administration no later than March 1.

Section 7. Employee attendance shall not be required whenever student attendance is not required due to inclement weather. Teachers may be permitted to leave after the dismissal of students on days of emergency dismissals at the discretion of the Administration. Employee attendance may be required on occasions when student attendance is not required as designated by the Administration in fulfilling the employee's contract year.

Section 8. Employees may leave the building during their scheduled uninterrupted lunch period after receiving permission from the building Principal or his/her designee and signing a locator card. This may be done at any time during the school day, but prior to the employee leaving. Employees will sign in upon their return and indicate the time on the locator card.

Section 9. The building Principal may permit employees to leave ten (10) minutes after the dismissal of students on Fridays or days preceding a holiday vacation. The building Principal will notify the Association building representative no less than 36 hours prior to Friday's student dismissal when the staff is to be held. If all buildings are to be held, the Superintendent will notify the Association president. The above notification timeline will be waived in a crisis situation.

Section 10. The contracted number of workdays per year for continuing employees under this agreement shall not exceed 190. The contracted number of workdays per year for Registered Nurses (RN) employed under this agreement shall not exceed 183. The contracted number of workdays per year for Bachelors of Science in Nursing (BSN) employed under this agreement shall not exceed 190. Any days beyond the stated contract days shall be paid per diem. All new hires, with the exception of nurses, will be contracted for 194 workdays during their first year in the District with three of those contract days to be used for staff development.

ARTICLE VI. REDUCTION OR REALIGNMENT OF STAFF PROCEDURES

Section 1. When reduction in the teaching staff is necessary because of a decrease in student enrollment, changes in curriculum, shortage of funds, changes in use of instructional personnel, or for other reasons as approved by the Board, the Superintendent shall determine the area, subject, level, or programs that will lose staff positions, as well as the date that such reductions are needed. Giving due

Section 12. Upon return to employment from the recall list, employees will be placed on the next higher step on the salary schedule as when they were last employed by the District.

Section 13. Seniority is defined as “years of continuous service” in the Norwalk Community School System. Sabbatical Leave and Military Leave shall be counted in determining “years of continuous service”. Seniority will be prorated for less than full-time employees. When total years of seniority are equal between two or more employees, seniority will then be determined by the date and time in which the signed contract is received by the Board Secretary.

ARTICLE VII. PROCEDURES FOR TRANSFERS

Section 1. DEFINITION - The assignment of an employee to a different grade level or building shall be considered a transfer.

Section 2. VOLUNTARY TRANSFERS - All requests for transfer shall be made in writing by the employee on or before December 1, (for second semester) or before April 15 (for the coming year). Such requests shall indicate the transfer desired. Such requests represent consent to transfer and may be acted upon without further consultation with the employee.

Section 3. An employee who is transferred shall be ineligible to submit an application for any other transfer for a period of one (1) year from the date of transfer.

Section 4. The Superintendent, or his designated representative, will give consideration to the preference requested and make recommendation to the Board who will make the final decision regarding the transfer.

Section 5. When two or more employees desire the same position, transfer or promotion, and the skill, ability, qualifications, and subject matter competence are equal in the sole and exclusive judgment of the Administration, seniority will prevail in the making of the assignment.

Section 6. INVOLUNTARY TRANSFER - The parties recognize that in order to meet the staffing needs of the District it is necessary to transfer an employee involuntarily. When involuntary transfers are necessary an employee will not be assigned to a position outside his or her teaching major or minor. Such transfer shall be affected after notice to the employee involved. The employee may request a meeting with the Board but he/she may not refuse to accept such transfer. However, the employee will not be transferred involuntarily if a satisfactory voluntary transfer is available.

Section 7. ASSIGNMENT - is defined as a specific grade level or subject to be taught by an employee in a particular academic year.

Section 8. PROMOTION - is defined as the movement of an employee to a supervisory position.

Section 9. The Board will consider for promotion all qualified applicants from within or outside of the District.

Section 10. The Board's failure to promote any employee shall not be subject to the grievance procedure.

time of the occurrence without forfeiting any of that sick leave. It will be the responsibility of the employee to supply the Board with sufficient doctor's verification that he/she should not be in school.

Section 8. FIRST AID - The Board shall provide in each building the necessary equipment to provide first aid treatment in accordance with the recommendation of the School Nurse.

ARTICLE IX. EMPLOYEE EVALUATION PROCEDURE

Definitions:

- (1) Beginning Teachers: All 1st and 2nd year teachers new to the profession, or any teacher teaching under the authority of an "Initial" or provisional license issued by the Iowa Department of Education.
- (2) Career Teachers: All teachers that have completed the Iowa Beginning teacher program and have successfully obtained a "Standard" Iowa Teaching license issued by the Iowa Department of Education.
- (3) Evaluation: Performance Review

Section 1. Evaluation of Beginning Teachers (Tier I): All Beginning Teachers shall be evaluated in accordance with Iowa Code.

Section 2. Evaluation of Career Teachers (Tier II):

A. Purpose of the Performance Review for Career Teachers:

- (1) To determine whether the teacher's instructional practice and performance meet the Norwalk Community School District expectations and the Iowa Teaching Standards
- (2) Assist teachers in making continuous improvement
- (3) Document continued competence in the Iowa Teaching Standards
- (4) Identify teachers in need of improvement

B. Career teachers will be "on cycle" for performance review once every three (3) years of employment. However, nothing in this document restricts the District from placing a teacher "on cycle" for performance review at any time during their employment. Teachers who are placed on performance review who are not "on cycle" shall be notified in writing by the designated building principal or immediate supervisor. A teacher placed back "on cycle" for performance review will meet with his/her building principal or immediate supervisor and develop a Career Development Plan. The goal of the Career Development Plan is to determine whether the teacher is satisfactorily meeting the Iowa Teaching Standards.

C. During the workshop days preceding the opening of the school year, a copy of the performance review instrument will be distributed and explained to all teachers who are "on cycle" for performance review. Teachers who are placed "on cycle" for performance review at any other time during employment shall be provided with a copy of the performance review instrument when they receive written notice as described in Sub-Section B. A designated building principal or immediate supervisor of an employee not assigned to a building shall be responsible for notification and evaluation of all such employees.

D. A conference between the teacher(s) participating in the performance review and the evaluator will be held before October 15th. At a minimum, the following determinations will be made during the

B. Right to Respond: The employee shall have the right to respond to all materials contained in the employee's personnel file. Such responses must be dated and signed by the employee, and the employee must provide a copy to the principal or immediate supervisor.

C. Administration Notification: Administration shall notify an employee in writing anytime material is placed in or removed from an employee's personnel file. This notification requirement does not apply to items that are of a non-disciplinary or non-performance related nature.

ARTICLE X. INSURANCE

Section 1. HEALTH - All full-time employees who make application in a timely fashion and in accordance with the terms and regulations of the insurance carrier shall be covered. The Board will pay 97.94% of the single monthly premium on each full-time employee choosing to participate in the plan. The employee is responsible for the remaining monthly premium. Employees must enroll by the last day of teacher work days prior to the opening of school.

Section 2. FAMILY HEALTH - The Board will pay 70.27% of the family monthly premium on each full-time employee choosing to participate in the Health and Major Medical Family Group Plan. The employee is responsible for the remaining monthly premium. Employees wishing to take advantage of this must enroll by the last day of teacher work days prior to the opening of school.

Section 3. LIFE - The Board will pay \$35.00 of the single yearly premium on each full-time employee choosing to participate in the Group Life Insurance Policy. The Policy shall be a term life policy with death benefits of \$16,000. Spouse and dependent coverage will be available for those choosing to participate at the employee's own expense. Employees wishing to take advantage of this must enroll by the last day of teacher work days prior to the opening of school.

Section 4. DISABILITY - The Board will pay the full single yearly premium on each full-time employee choosing to participate in the Group Disability Policy. Employees wishing to take advantage of this must enroll by the last day of teacher work days prior to the opening of school.

Section 5. Regular part-time employees working less than 30 hours per week, who make application in a timely fashion and in accordance with the terms and regulations of the insurance carrier, may participate in any or all of the above insurances at their own expense with no costs incurred by the School District.

Section 6. WORKER'S COMPENSATION - Each employee of the Norwalk Community School District shall be covered by Worker's Compensation.

Section 7. SCHOOL LIABILITY - All employees shall be covered by a liability insurance covering incidents arising during the performance of their duty.

Section 8. SELECTION OF CARRIERS - The Association will be given the opportunity to participate in the selection of the insurance carrier to be used for Health, Life, and Disability Insurance noted in this Article. The level of insurance benefits procured through any new carrier will be comparable to those benefits in effect at the time of this agreement.

Section 1. SALARY SCHEDULES – The employee Salary Schedule and the Supplemental Salary Schedule shall be set forth as Appendix B.

Section 2. Upon initial employment, employees may be granted step increments, in the appropriate salary lane, for previous years of teaching experience in a duly credited school. Beginning with the 2006-2007 school year, the maximum step increment will be 12. One additional step increment shall be added each successive contract year, until the maximum of 15 steps is reached in 2009-2010, as illustrated in the chart below. Credit for appropriate business or industrial experience shall be given with the approval of the Board and at a rate to be determined by the Board.

2006-2007	Maximum Experience	Step 12
2007-2008	Maximum Experience	Step 13
2008-2009	Maximum Experience	Step 14
2009-2010 and thereafter	Maximum Experience	Step 15

Section 3. Employees on the regular salary schedule shall be granted one increment or vertical step on the schedule for each year of service until the maximum for their educational classification is reached. A year of service consists of employment in the Norwalk Community School District for one semester or more in one school year.

Section 4. Any employee who is reemployed by the Board shall be entitled to receive full credit on the salary schedule for all teaching experience in a duly accredited school. A reemployed employee is one who is rehired by the District after being separated from the same as a result of reduction of force or resignation.

Section 5. The Superintendent, in writing, shall grant credit for horizontal movement of the salary schedule in accordance with the following administrative procedure:

- I. Certified employees not on an established graduate program in education shall be granted credit toward horizontal movement on the salary schedule under the following conditions:
 - A. That the hours are “on campus” and taken through an NCAA* accredited college or university. “Off campus” hours will be accepted only if they are a part of the college or university’s extension program and are taught by a resident “on campus” professor of that college or university;
 - B. That the hours are graduate level classification;
 - C. That the hours are in the subject area in which the employee is presently teaching or are hours outside the employee’s present teaching area but are in the judgment of the Superintendent, related to the employee’s present assignment;
 - D. That proof of successful completion of the course or courses taken is provided. (Proof may be provided in the form of an official grade slip or transcript from the college or university.)
 - E. Exception: A maximum of twelve (12) hours, not part of a qualifying college or university extension program, to include AEA Staff Development Credit or CEUs earned through Norwalk CSD staff development programs, may be taken

issued in 12 or 24 equal installments, depending upon the pay period selected by the employee. The employee's pay period election shall continue from year to year unless the employee notifies the District in writing prior to March 1st that he/she elects to change pay periods for the following contract year.

Section 11. The contracted number of workdays per year for continuing employees under this agreement shall not exceed 190. The contracted number of workdays per year for Registered Nurses (RN) employed under this agreement shall not exceed 183. The contracted number of workdays per year for Bachelors of Science in Nursing (BSN) employed under this agreement shall not exceed 190. Any days beyond the stated contract days shall be paid per diem. All new hires, with the exception of nurses, will be contracted for 194 workdays during their first year in the District with three of those contract days to be used for staff development.

Section 12. The Board will provide employees covered by this contract with the ability to choose to have their paycheck electronically deposited in the banking institution of their choice.

Section 13. ADDITIONAL CHECKS - Additional checks will be written for summer assignments only after Board approval and will be processed for issuance on the Friday following the regular Board meeting.

Section 14. Employees that are offered separate employment contracts for supplemental coaching duties may select one of the following payment options:

- (1) Equal installments that coincide with the employee's regular contract method of payment.
- (2) Three equal installments issued with the 1st regular monthly payroll during the course of the sporting season. Payment will be issued in a separate check.
- (3) One payment issued with the 1st regular monthly payroll following the conclusion of the sporting season. Payment will be issued in a separate check.

The employee will indicate the method of payment selected on the Supplemental Pay Election form as set forth in Appendix A. Employees with continuing supplemental coaching contracts must deliver to the Board Secretary a new Supplement Pay Election form prior to March 1st if he/she elects to change their method of payment for the following contract year.

Section 15. An Instructor assigned by the District outside his/her contractual day, to provide staff development training for newly employed teachers, will be paid a stipend to be determined in the following manner. A stipend of \$400 dollars will be paid for each full day of instruction. A "full" day of instruction is defined as not more than seven (7) hours or less than six hours of actual instruction exclusive of a lunch break. When more than one instructor is used, the stipend will be divided according to an agreement between the District and the instructors involved prior to the staff development training. A stipend of \$200 will be paid for each half day of instruction. A half day of instruction is defined as not more than three and one half hours of instruction or less than three. The Superintendent must approve all staff development training in advance.

Section 16. Upon the District's participation in the Student Achievement and Teacher Quality Program (SF 476), the distribution will be separate from and in addition to the bargained salaries, Phase I and Phase II for 2006-2007:

1. Minimum salaries for the first year beginning teachers, second year beginning teachers and Career 1 teachers will be paid according to the salary provisions of the law.

Section 5. In the event of the death of any employee or student in the Norwalk Community School District, the Superintendent, in his/her judgment, may grant to an appropriate number of employees sufficient time to attend the funeral.

Section 6. PERSONAL LEAVE - Employees covered by this agreement shall be granted a total of two (2) days of Personal Leave per year. An employee may accumulate and carry forward a maximum of three (3) personal days from one year to the next. Total accumulation will not exceed five (5) days in any given year. Personal Leave may be used as Emergency Leave as outlined in Section 7.

All personal leave must be applied for **two (2) days in advance** in writing on the employee leave form provided by the District. Personal Leave must be approved by the administrator in charge of procuring substitutes and will be granted to no more than nine (9) certified staff members on any work day. Deductions for the use of Personal Leave shall be at the minimum rate of one-eighth (1/8) day per time used. When a substitute teacher is actually hired to replace a teacher on Personal Leave, the deduction against Personal Leave will be made in one-half day units.

Section 7. EMERGENCY LEAVE: Employees covered by this agreement shall be granted a maximum of three (3) days of Emergency Leave per year. Emergency Leave shall not accumulate.

Use of Emergency Leave under this section shall be limited to the following criteria: (1) illness/injury of the immediate family (defined as spouse, child, stepchild, grandchildren, father, mother, step parent, brother, sister, and in-law relative); (2) Other circumstances which may be termed emergency are car trouble, burglary, storm damage, funeral services for those not covered by bereavement leave (or situations deemed an emergency by the Superintendent). The Superintendent's decision in these matters shall be non-grievable. Emergency Leave shall be deducted in increments of one-eighth (1/8) day. When a substitute teacher is actually hired to replace a teacher on Emergency Leave, the deduction against Emergency Leave will be made in one-half day units.

Section 8. SABBATICAL LEAVE - A leave of absence without pay of up to one (1) year may be granted by the Board for health, professional study, or family responsibilities. While on sabbatical leave, the employee's interests in accumulated sick leave and placement on the salary schedule shall be frozen. The employee shall have the opportunity to continue all fringe benefits for one (1) contract year at the employee's own expense. No more than five (5) percent of the total certified staff may be on sabbatical leave during any one school term. An employee on sabbatical leave may engage in remunerative employment, accept grants or fellowships, but may not accept another teaching contract for the duration of the leave. An employee on sabbatical leave who accepts a teaching contract shall immediately forfeit all rights under this agreement. Employees requesting sabbatical leave must submit written application to the District Central Office by March 15th for the following school year. Employees granted sabbatical leave will not be eligible to apply again for three (3) years from the date of approval.

New employees hired to serve during the sabbatical leave of absence shall be considered temporary employees with duration of employment to be one (1) year or less. These temporary employees shall be placed on the salary schedule according to Article XII, Section 1. If these temporary employees are employed for 30 hours or more per week, they are eligible to receive the following employee benefits:

1. Single employee Health Insurance as provided under Article X, Section 1
2. Eligible to purchase family health insurance at their own expense
3. Credited with a maximum of ten (10) sick days per year

These temporary employees will not be granted any other employee leaves, employee benefits or employee rights under this Agreement.

9. Employees are only able to withdraw days from the bank for an employee illness or injury that qualifies as a serious health condition as defined under the Family Medical Leave Act (FMLA).

Section 13. MILITARY LEAVE – Employees who are required by United States government or the State of Iowa to report for active military duty shall be entitled to a leave of absence limited to the period of active service without loss of pay during the first thirty (30) days of such leave. Following the completion of active duty, the employee shall be eligible for reinstatement of employment with accumulated benefits and step increments commensurate with continuous service in the District. Such reinstatement will be subject to the following conditions:

- (1) The employee makes written application to the Superintendent for reinstatement of employment within ninety (90) days from the date of military discharge or release.
- (2) The employee submits evidence of an honorable discharge from military service.
- (3) The employee is physically and mentally able to perform the duties of the position.

Employees who elect to re-enlist beyond the required term of active military duty covered by this Military Leave shall forfeit the reinstatement of employment privileges.

ARTICLE XIV. OTHER PAYROLL DEDUCTIONS

Section 1. Upon appropriate written authorization from the employee, the Board shall deduct from the salary of any employee and make appropriate remittance for annuities, financial institutions (saving plan or loan payment with equal monthly deductions), and insurances provided for in this contract.

ARTICLE XV. NEW PROFESSIONALS MENTORING PROGRAM

Section 1: Definitions:

New Professional Mentoring Program: Norwalk Community School District's program of support and assistance for New Professionals.

New Professional: Any licensed individual in his/her first and second year(s) of teaching, or any individual who has not yet attained standard career licensure. All New Professionals must participate in the New Professional Mentoring Program.

Instructional Mentor: A teacher who has been trained and assigned to provide assistance to a New Professional in the district's New Professional Mentoring Program. The said Instructional Mentor must have a minimum four years teaching experience, one of which is in the Norwalk School District. As established by SF 496, mentors may also be an individual employed by a school district or area education agency as a classroom teacher or retired teacher who holds a valid Iowa license.

Section 2: Instructional Mentor

Clause One: All professional assistance and written/verbal interaction between the Instructional Mentor and the New Professional shall be confidential. The only exception to this confidentiality is if the new

APPENDIX A

FORMS

AUTHORIZATION FORM

TO SELECT COACHING CONTRACT

METHOD OF PAYMENT

Employees that are offered separate employment contracts for supplemental coaching duties may select one of the following payment options:

- (1) Equal installments that coincide with the employee's regular contract method of payment.
- (2) Three equal installments issued with the 1st regular monthly payroll during the course of the sporting season. Payment will be issued in a separate check.
- (3) One payment issued with the 1st regular monthly payroll following the conclusion of the sporting season. Payment will be issued in a separate check.

Please circle option 1, 2 or 3 above to indicate method of payment. Employees with continuing supplemental coaching contracts must deliver to the Board Secretary a new Supplemental Pay Election form prior to March 1st if he/she elects to change their method of payment for the following contract year.

NORWALK COMMUNITY SCHOOL DISTRICT

DATE

SIGNATURE OF EMPLOYEE COACH

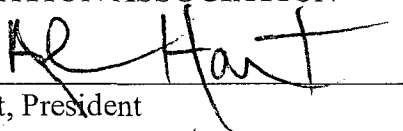
NORWALK COMMUNITY SCHOOLS						
2006 - 2007 SALARY SCHEDULE						
STEP		BA	BA+15	MA	MA+15	MA+30
0	Base	\$26,675	\$27,575	\$28,475	\$29,375	\$30,275
	Phase II	\$770	\$800	\$830	\$860	\$890
	Total	\$27,445	\$28,375	\$29,305	\$30,235	\$31,165
1	Base	\$27,200	\$28,125	\$29,050	\$29,975	\$30,900
	Phase II	\$775	\$805	\$835	\$865	\$895
	Total	\$27,975	\$28,930	\$29,885	\$30,840	\$31,795
2	Base	\$27,725	\$28,675	\$29,625	\$30,575	\$31,525
	Phase II	\$780	\$810	\$840	\$870	\$900
	Total	\$28,505	\$29,485	\$30,465	\$31,445	\$32,425
3	Base	\$28,250	\$29,225	\$30,200	\$31,175	\$32,150
	Phase II	\$785	\$815	\$845	\$875	\$905
	Total	\$29,035	\$30,040	\$31,045	\$32,050	\$33,055
4	Base	\$28,775	\$29,775	\$30,775	\$31,775	\$32,775
	Phase II	\$790	\$820	\$850	\$880	\$910
	Total	\$29,565	\$30,595	\$31,625	\$32,655	\$33,685
5	Base	\$29,300	\$30,325	\$31,350	\$32,375	\$33,400
	Phase II	\$795	\$825	\$855	\$885	\$915
	Total	\$30,095	\$31,150	\$32,205	\$33,260	\$34,315
6	Base	\$29,825	\$30,875	\$31,925	\$32,975	\$34,025
	Phase II	\$800	\$830	\$860	\$890	\$920
	Total	\$30,625	\$31,705	\$32,785	\$33,865	\$34,945
7	Base	\$30,350	\$31,425	\$32,500	\$33,575	\$34,650
	Phase II	\$805	\$835	\$865	\$895	\$925
	Total	\$31,155	\$32,260	\$33,365	\$34,470	\$35,575
8	Base	\$30,875	\$31,975	\$33,075	\$34,175	\$35,275
	Phase II	\$810	\$840	\$870	\$900	\$930
	Total	\$31,685	\$32,815	\$33,945	\$35,075	\$36,205
9	Base	\$31,400	\$32,525	\$33,650	\$34,775	\$35,900
	Phase II	\$815	\$845	\$875	\$905	\$935
	Total	\$32,215	\$33,370	\$34,525	\$35,680	\$36,835
10	Base	\$32,225	\$33,375	\$34,525	\$35,700	\$36,875
	Phase II	\$823	\$853	\$883	\$913	\$943
	Total	\$33,048	\$34,228	\$35,408	\$36,613	\$37,818
11	Base	\$33,050	\$34,225	\$35,400	\$36,625	\$37,850
	Phase II	\$831	\$861	\$891	\$921	\$951
	Total	\$33,881	\$35,086	\$36,291	\$37,546	\$38,801
12	Base	\$33,875	\$35,075	\$36,275	\$37,550	\$38,825
	Phase II	\$839	\$869	\$899	\$929	\$959
	Total	\$34,714	\$35,944	\$37,174	\$38,479	\$39,784
13	Base	\$34,700	\$35,925	\$37,150	\$38,475	\$39,800
	Phase II	\$847	\$877	\$907	\$937	\$967
	Total	\$35,547	\$36,802	\$38,057	\$39,412	\$40,767
14	Base	\$35,525	\$36,775	\$38,025	\$39,400	\$40,775
	Phase II	\$855	\$885	\$915	\$945	\$975
	Total	\$36,380	\$37,660	\$38,940	\$40,345	\$41,750
15	Base	\$36,350	\$37,625	\$38,900	\$40,325	\$41,750
	Phase II	\$863	\$893	\$923	\$953	\$983
	Total	\$37,213	\$38,518	\$39,823	\$41,278	\$42,733
16	Base	\$37,175	\$38,475	\$39,775	\$41,250	\$42,725
	Phase II	\$871	\$901	\$931	\$961	\$991
	Total	\$38,046	\$39,376	\$40,706	\$42,211	\$43,716
17	Base	\$37,175	\$39,325	\$40,650	\$42,175	\$43,700
	Phase II	\$871	\$909	\$939	\$969	\$999
	Total	\$38,046	\$40,234	\$41,589	\$43,144	\$44,699
18	Base	\$37,175	\$42,975	\$41,525	\$43,100	\$44,675
	Phase II	\$871	\$1,000	\$947	\$977	\$1,007
	Total	\$38,046	\$43,975	\$42,472	\$44,077	\$45,682
19	Base	\$37,175	\$42,975	\$45,275	\$44,025	\$45,650
	Phase II	\$871	\$1,000	\$1,042	\$985	\$1,015
	Total	\$38,046	\$43,975	\$46,317	\$45,010	\$46,665
20	Base	\$37,175	\$42,975	\$45,275	\$48,075	\$46,625
	Phase II	\$871	\$1,000	\$1,042	\$1,084	\$1,023
	Total	\$38,046	\$43,975	\$46,317	\$49,159	\$47,648
21	Base	\$37,175	\$42,975	\$45,275	\$48,075	\$50,775
	Phase II	\$871	\$1,000	\$1,042	\$1,084	\$1,125
	Total	\$38,046	\$43,975	\$46,317	\$49,159	\$51,900

Section 4. This agreement shall remain in full force and in effect from July 1, 2006, and shall continue in effect until midnight on June 30, 2008. However, both parties agree to open Salary Schedules in Appendix B and Article X Insurance, either party may open one (1) additional article for negotiations for the 2007-2008 contract year.

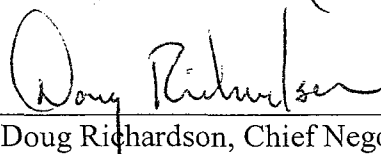
Section 5. Either party may give written notice to the other to modify one section of the agreement no later than September 15, 2006 for the agreement covering the year beginning July 1, 2006. If no such notice is given, this agreement shall remain in effect for one additional year and year to year thereafter until the aforementioned notice is given by either party of its intention to modify.

Section 6. In witness whereof the parties hereto have caused this agreement to be signed by their respective chief negotiators, and their signatures placed thereon, all on the 30th day of June, 2006.

**NORWALK PROFESSIONAL
EDUCATION ASSOCIATION**

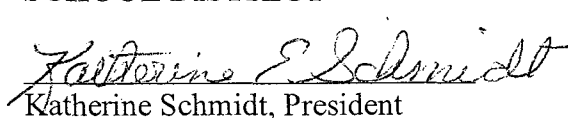


Al Hart, President

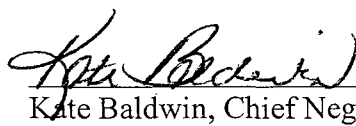


Doug Richardson, Chief Negotiator

**NORWALK COMMUNITY
SCHOOL DISTRICT**



Katherine Schmidt, President



Kate Baldwin, Chief Negotiator